



General Assembly

Substitute Bill No. 336

February Session, 2004

* _____SB00336APP____042304_____*

AN ACT CONCERNING FAMILY AND MEDICAL LEAVE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (a) of section 5-247 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective*
3 *October 1, 2004*):

4 (a) (1) Each appointing authority shall grant, on account of illness or
5 injury, to each full-time employee in a permanent position in the state
6 service who has furnished satisfactory proof of such illness or injury,
7 such sick leave with pay as has accrued to [his] such employee's credit
8 at the rate of one and one-quarter working days for each completed
9 calendar month of continuous full-time service which may be
10 computed on an hourly basis. Hourly computation of sick leave shall
11 not diminish benefit entitlement.

12 (2) Each appointing authority shall grant to each full-time employee
13 in a permanent position in the state service who has furnished
14 satisfactory proof of (A) the birth or adoption of a child of the
15 employee, or (B) a serious illness of a child, spouse or parent of the
16 employee, up to two weeks of such sick leave with pay as has accrued
17 to the employee's credit pursuant to subdivision (1) of this subsection.

18 (3) On or before [October 1, 1980] January 1, 2005, the Commissioner
19 of Administrative Services shall adopt regulations, in accordance with

20 the provisions of chapter 54, concerning the accrual, prorating and
21 granting of sick leave with pay to other employees in the state service
22 and extending sick leave with pay or with part pay for longer periods
23 to full-time permanent employees disabled through illness or injury.
24 Such regulations shall specify that such other employees are entitled to
25 use up to two weeks of accumulated sick leave upon the birth or
26 adoption of a child of such employee, or upon the serious illness of a
27 child, spouse or parent of such employee.

28 (4) Each such employee who retires under the provisions of chapter
29 66 shall be compensated, effective as of the date of [his] retirement, at
30 the rate of one-fourth of such employee's salary for sick leave accrued
31 to [his] such employee's credit as of [his] such employee's last day on
32 the active payroll up to a maximum payment equivalent to sixty days'
33 pay. Such payment for accumulated sick leave shall not be included in
34 computing retirement income and shall be charged by the State
35 Comptroller to the department, agency or institution in which the
36 employee worked.

37 (5) For purposes of this subsection, "serious illness" means an
38 illness, injury, impairment or physical or mental condition that
39 involves (A) inpatient care in a hospital, hospice or residential care
40 facility, or (B) continuing treatment or continuing supervision by a
41 health care provider.

42 Sec. 2. Subdivision (4) of section 31-51kk of the general statutes is
43 repealed and the following is substituted in lieu thereof (*Effective*
44 *October 1, 2004*):

45 (4) "Employer" means a person engaged in any activity, enterprise
46 or business who employs seventy-five or more employees, and
47 includes any person who acts, directly or indirectly, in the interest of
48 an employer to any of the employees of such employer and any
49 successor in interest of an employer, but [shall] does not include the
50 state or a parochial elementary or secondary school. [, a municipality, a
51 local or regional board of education, or a private or parochial

52 elementary or secondary school.] The number of employees of an
53 employer shall be determined on October first annually.

This act shall take effect as follows:	
Section 1	<i>October 1, 2004</i>
Sec. 2	<i>October 1, 2004</i>

ED *Joint Favorable Subst.*

APP *Joint Favorable*